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ABSTRACT

In order to evaluate the effectiveness of the registered nurse program at Los Angeles City College, the results of the 1974 State Board Test Pool Examination were compared to the average test scores of the nursing graduates from the classes of 1958-62 and 1973. In addition, a questionnaire was sent to all 115 1974 graduates, 52 (45 percent) of whom responded. Of the 115 graduates taking the state examination, 102 (89 percent) passed it on their initial attempt, with 110 (96 percent) passing after two attempts. In comparison with the average test scores of the classes of 1958-62, the 1974 class scored higher in all five areas of the examination, while the 1973 class scored higher in only one area. Results of the graduate survey indicate that there is still a great demand for registered nurses. Forty-nine of the 52 respondents found full-time employment; of the other three, two chose to work four-day weeks and one chose to attend a four-year institution full-time. The 1974 graduates were hired in a variety of nursing areas, with a majority working in areas of their first choice. The greatest number are working day shifts and 25 graduates are earning $900-$999 per month. Only six of the 52 do not plan to continue their education at some point. The questionnaire is appended. (DC)

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LOS ANGELES CITY COLLEGE

"FOLLOW-UP STUDY OF GRADUATES FROM THE 1974 LOS ANGELES CITY COLLEGE REGISTERED NURSE PROGRAM"

Research Study #75-13

Bennie J. Padilla
Research Office
June, 1975

JC 750 345

CHAPTER I

INTRODUCTION

In 1974 a study was made of the 1973 Los Angeles City College registered nurse graduates. The results were well received by the nursing faculty and nursing students. One of the recommendations of the study was to conduct this kind of follow-up study on a yearly basis.

STATEMENT OF THE PROBLEM

The purpose of this study was to follow-up on the graduates of the 1974 Los Angeles City College registered nurse program to provide information necessary to help:

1. Evaluate the effectiveness and value of the program
2. Counsel students currently in the program and those planning to apply for entrance in the future
3. Answer numerous questionnaires by legislators, accrediting bodies, and other interested groups
4. Improve the quality of education at Los Angeles City College

To provide this kind of information, answers to the following questions were sought:

(1) how successful were the students on the State Board Test Pool Examination
(2) how did the average scores on the five areas of the test compare with the average test scores of the graduates of the classes of 1958-1962 and the class of 1973
(3) how successful were they in finding employment
(4) what was their earning power
(5) what kind of attitudes did the graduates have toward the program
(6) what recommendations, if any, did they suggest for improvement of the program

IMPORTANCE OF THE STUDY

In order to be adequately informed when would-be students ask questions about vocational and educational training programs, counselors and department chairmen should have information available concerning their specific fields. Job placement, earning power, fringe benefits, and advancement opportunities within the field are some of the questions students want answered to help them determine what career to prepare for. The importance of this study was to gather this kind of information for the field of registered nursing. This study was also important because last years study recommended that follow-ups be done on a yearly basis.

METHODS OF RESEARCH

The methods used to try to answer the questions sought by the follow-up study were:

(1) an examination of the results of the 1974 State Board Test Pool Examination
(2) reviewing average test scores of the nursing graduates from the classes of 1958-1962, and the class of 1973
(3) use of a questionnaire to survey the 1974 graduates of the Los Angeles City College registered nurse program

SUMMARY AND ORGANIZATION OF THE REMAINDER OF THE PROJECT

Many questions have been asked by various agencies and students regarding the success of graduates of the Los Angeles City College registered nurse program. One of the best ways to find answers is to go directly to the source, so an attempt was made to survey the most recent graduating class. Chapter II contains information regarding the success of the 1974 graduates on the State Board Test Pool Examination and how their average scores compared with those of the classes of 1958-1962 and with the graduates of 1973. Chapter III discusses the responses to a questionnaire sent to all of the 1974 nursing graduates. Chapter IV is a summary of the study including conclusions and recommendations.

CHAPTER II
PROCEDURES AND FINDINGS

SUCCESS OF THE 1974 GRADUATES ON THE STATE BOARD TEST POOL EXAMINATION

In June, 1974, 115 students were certified as having completed the registered nurse curriculum at Los Angeles City College. This qualified them to take the State Board Test Pool Examination for licensure as registered nurses in California. The State Board Test Pool Examination is administered over a two day period and is divided into the following five areas of nursing:

(1) medical
(2) surgical
(3) obstetric
(4) children
(5) psychiatric

A minimum score of 350 on each of the five areas is required to pass. If a person fails one or more of the areas, they are allowed to retake that area(s) which they failed, they do not have to retake the entire test.

Procedure - A copy of the results of the 1974 State Board Test Pool Examination and a copy of the results of the retest were obtained from the Los Angeles City College Nursing Department.

All of the 115 students who finished the nursing curriculum took the examination. Table 1 shows the results of the test with numbers used in place of the students' name.

TABLE 1 - Results of State Board Test Pool Examination

CANDIDATE NO.	MED NSG	SRG NSG	OBS NSG	CHL NSG	PSY NSG	INITIAL ATTEMPT	SECOND ATTEMPT
1	706	696	701	636	714	Passed	
2	552	586	525	536	395	Passed	
3	573	608	479	512	431	Passed	
4	601	637	571	613	632	Passed	
5	657	541	516	551	623	Passed	
6	573	659	654	621	568	Passed	
7	510	519	562	574	559	Passed	
8	545	564	414	466	541	Passed	
9	594	652	497	497	495	Passed	
10	671	674	608	706	741	Passed	
11	482	475	553	458	422	Passed	
12	545	674	617	605	522	Passed	
13	601	608	553	543	422	Passed	
14	489	519	590	582	422	Passed	
15	412	379	368	388	395	Passed	
16	573	564	627	621	532	Passed	
17	468	534	460	450	431	Passed	
18	566	468	396	458	395	Passed	
19	566	593	534	574	504	Passed	
20	461	527	433	543	450	Passed	
21	524	490	507	520	522	Passed	
22	545	527	479	481	604	Passed	
23	657	667	627	667	641	Passed	
24	580	527	590	567	577	Passed	
25	685	630	608	675	650	Passed	
26	657	615	636	621	668	Passed	
27	650	623	590	621	550	Passed	
28	608	512	562	598	568	Passed	
29	692	586	701	543	650	Passed	
30	685	667	581	582	559	Passed	
31	573	527	571	551	532	Passed	
32	440	475	414	412	349*	*Failed	Failed*
33	622	623	599	543	668	Passed	
34	266*	165*	303*	171*	313*	*Failed	Failed*
35	601	564	470	528	568	Passed	
36	517	431	590	497	541	Passed	
37	629	534	608	543	522	Passed	
38	685	615	654	574	595	Passed	
39	622	593	617	683	586	Passed	
40	545	497	488	450	340*	*Failed	Passed
41	622	586	534	497	513	Passed	
42	629	571	553	559	532	Passed	
43	594	468	617	551	577	Passed	
44	440	416	590	520	495	Passed	
45	601	519	617	543	650	Passed	

Continued on page 5

TABLE 1 (continued)

CANDIDATE NO.	MED NSG	SRG NSG	OBS NSG	CHL NSG	PSY NSG	INITIAL ATTEMPT	SECOND ATTEMPT
46	538	475	497	590	495	Passed	
47	524	372	525	512	504	Passed	
48	524	630	544	582	677	Passed	
49	538	497	590	543	632	Passed	
50	531	541	479	350	541	Passed	
51	454	475	516	528	532	Passed	
52	538	519	553	450	486	Passed	
53	706	711	599	683	677	Passed	
54	601	527	581	590	604	Passed	
55	566	504	525	590	559	Passed	
56	594	534	553	567	532	Passed	
57	573	512	516	559	431	Passed	
58	629	615	654	520	668	Passed	
59	412	335*	442	388	331*	*Failed	Failed*
60	566	468	544	605	613	Passed	
61	636	578	599	660	577	Passed	
62	538	460	470	543	522	Passed	
63	636	674	590	582	513	Passed	
64	692	556	627	613	613	Passed	
65	713	645	636	621	632	Passed	
66	538	327*	479	373	395	*Failed	Passed
67	636	490	571	458	623	Passed	
68	440	475	442	481	368	Passed	
69	503	564	525	528	559	Passed	
70	629	490	590	474	441	Passed	
71	426	519	433	388	504	Passed	
72	573	608	627	489	413	Passed	
73	510	527	359	466	450	Passed	
74	538	578	507	458	486	Passed	
75	426	527	433	443	340*	*Failed	Passed
76	454	372	507	435	522	Passed	
77	608	416	544	528	577	Passed	
78	524	549	470	613	495	Passed	
79	573	504	479	489	595	Passed	
80	482	468	488	481	350	Passed	
81	496	290*	470	458	340*	*Failed	Passed
82	426	512	359	528	504	Passed	
83	356	342*	405	264*	177*	*Failed	Failed*
84	482	379	368	388	450	Passed	
85	461	394	368	342*	131*	*Failed	Failed*
86	650	667	581	636	677	Passed	
87	713	652	627	621	595	Passed	
88	580	586	581	605	650	Passed	
89	601	468	534	574	613	Passed	
90	329*	549	396	412	368	*Failed	Passed
91	622	527	654	644	632	Passed	
92	545	527	525	489	359	Passed	
93	580	615	581	551	459	Passed	

Continued on page 6

TABLE 1 (continued)

CANDIDATE NO.	MED NSG	SRG NSG	OBS NSG	CHL NSG	PSY NSG	INITIAL ATTEMPT	SECOND ATTEMPT
94	664	667	673	590	613	Passed	
95	482	468	516	357	468	Passed	
96	510	490	525	605	604	Passed	
97	650	637	673	636	714	Passed	
98	573	630	571	559	541	Passed	
99	524	519	553	489	595	Passed	
100	398	342*	322*	365	350	*Failed	Passed
101	580	564	544	590	504	Passed	
102	482	645	617	543	604	Passed	
103	706	667	617	652	714	Passed	
104	461	556	507	481	422	Passed	
105	524	564	516	636	477	Passed	
106	412	350	386	381	413	Passed	
107	468	372	377	419	541	Passed	
108	524	379	627	605	641	Passed	
109	566	335*	442	396	386	*Failed	Passed
110	545	460	516	559	359	Passed	
111	482	431	479	435	359	Passed	
112	678	689	581	598	613	Passed	
113	510	468	553	474	404	Passed	
114	566	527	673	636	650	Passed	
115	405	372	377	272*	304*	*Failed	Passed
Averages	555	526	533	525	518		
No. Passing	113	108	113	111	106		
No. Failing	2	7	2	4	9		

FINDINGS

Of the 115 Los Angeles City College graduates who took the test, 102 passed it on their initial attempt. Six of the thirteen who failed the examination failed one area of the test, five failed two areas of the test, one failed four areas, and one failed all five areas. On the retest, eight passed, and five failed.

As a whole, the Los Angeles City College nursing students did very well, with 102 or 89% passing on the first attempt, and 96% passing after two attempts. As a comparison the 1974 graduates fared slightly better number and percentage-wise than did the 1973 graduates as evidenced by Table 2, below.

TABLE 2 - Comparison of Percentage of Nursing Students Passing State Board Test Pool Examination

Class	Number Taking Test	Number Passing on Initial Attempt	%	Number Passing After Two Attempts	%
1973	78	64	82%	74	95%
1974	115	102	89%	110	96%

COMPARISON OF AVERAGE TEST SCORES

One way of evaluating the success of nursing graduates is to compare them in some way to former nursing graduates of the same program using a known criterion under the same circumstances. Average scores on the State Board Test Pool Examination is the criterion used for this part of the study.

Procedure - A copy of a study completed in March, 1974 was obtained from the Los Angeles City College Research Center. The study, entitled, "Follow-up Study of Graduates from the 1973 Los Angeles City College Registered Nurse Program" provided the information for comparison. Table 3 gives the averages on the five areas of the test for the classes of 1958-1962 as a group, and the class of 1974. Table 4 compares the averages of the class of 1973 with the class of 1974. These averages, as were the averages in Table 1, were compiled by using scores made by the students on their initial attempt at the examination.

TABLE 3 - Comparison of Average Test Scores for Classes of 1958-1962, and Class of 1974

Nursing Class	No. Taking Test	Med.	Srg.	Obs.	Child	Psychiatric
1958-1962	132	522	508	514	500	513
1974	115	555	526	533	525	518

In comparing the two groups, Table 3 shows that the 1974 class did better on all areas of the test with significant differences in four of the five areas, medical, surgical, obstetric, and child nursing.

TABLE 4 - Comparison of Average Test Scores Class of 1973 and Class of 1974

Nursing Class	No. Taking Test	Med.	Srg.	Obs.	Child	Psychiatric
1973	78	522	498	513	527	494
1974	115	555	526	533	525	518

Again, in comparing the two groups, the average scores for the 1974 class were significantly higher than the 1973 class in four of the five areas of the test. The 1973 class was slightly higher in the area of childrens nursing. The fact that average test scores are the same or are continuing to improve shows that the Los Angeles City College nursing faculty are teaching at a level that is preparing students to successfully pass the State Board Test Pool Examination. Since the examination is continually being amended to consider new trends in nursing, the faculty is constantly upgrading curriculum, to incorporate change.

CHAPTER III
FOLLOW-UP QUESTIONNAIRE

When students find out that nursing is a very difficult and demanding major, they want to know if the sacrifice is worth it. They want to know what their chances are for job placement, starting salaries, fringe benefits, etc. One of the important reasons for this study was to attempt to answer some of the most frequently asked questions regarding graduates of the Los Angeles City College registered nurse program.

Procedure - The questionnaire was the same one used last year. It was used as part of a follow-up study of Pierce College nursing graduates by James R. Lagerstrom, Office of Research, Los Angeles Pierce College. Copies of the questionnaire were shown to several of the nursing faculty and the department chairperson, for their approval and/or suggestions.

While the 1974 graduates were still attending classes in the Spring semester, 1974 a report was made to them regarding the follow-up of 1973 graduates. They were made aware that they would be contacted and asked to take part in this study. They were then asked to self-address envelopes and to contact

the nursing counselor in case they moved. The questionnaire (appendix B), a cover letter (see appendix A) and a return, stamped envelope were mailed to all 115 of the graduates.

Of the 115 questionnaires sent to the graduates, 9 were not delivered because the students had moved and no forwarding address was available. Through the efforts of the nursing faculty and the graduation office more recent addresses were found and the questionnaires were re-sent. Originally, 40 questionnaires were completed and returned. A follow-up letter (see appendix C) was sent reminding the graduates of the importance of the study. Twelve more questionnaires were returned for a total of 52 responses or 45% which is a great increase from the 28% response of the last follow-up study. The answers to the questions on the questionnaire are tallied and shown in Figure 1.

Figure 1 - Replies to Nursing Follow-up Questionnaire

A. Employment

Full-time	49
Part-time	2
Not presently employed (going to school full-time)	1

Employers:

Children's Hospital	4
West Park Hospital	1
Century City Hospital	1
LAC/USC Medical Center	5
Brentwood V.A. Hospital	2
Queen of the Valley Hospital	1
Kaiser Hospital	2
Glendale Memorial Hospital	4
Mt. Sinai Hospital	5
Valley Presbyterian Hospital	1
Memorial Hospital of Long Beach	1
UCLA Center for Health Sciences	3
St. Joseph's Medical Center	1
San Pedro & Peninsula Hospital	1
Hospital of the Good Samaritan	1
South Davis Community Hospital	1
Wadsworth V. A. Hospital	1

Figure 1 (continued)

Employers: (continued)

Los Gatos-Saratoga Community Hospital	1
Verdugo Hills Hospital	1
St. Annes Maternity Hospital	1
San Dimas Community Hospital	1
Doctor's Office	1
Hollywood Presbyterian Hospital	1
Brody Veterans Hosp. (New York)	1
West Jefferson General Hospital (New Orleans)	1
American Medical Management & Leasing Company	1
No answer	8

How many places did you apply for work as an RN before finding employment?

1	20
2	8
3 or more	3
No answer	21

B. Position:

Staff Nurse	15
Team Leader	15
Head Nurse	4
Staff Nurse/Team Leader	9
Staff/Team/Head	3
Assistant Head Nurse	1
Primary	1
No answer	1

C. Area:

Medical/Surgical	25
Operating room	2
Geriatrics Convalescence	0
Psychiatric	2
Emergency	0
Pediatrics	6
Obstetrics	5

Other:

Gynecology	1
ICU/CCU	4
Subacute ICU	1
Cardiac	1
General Practice/Industrial	1
All areas above	1
Director of Nurses for 21 Clinics employing LVN'S	1

Figure 1 (continued)

Is this the area you would prefer to work?

yes	40
no	9
not sure	3

D. Shift:

Days	23
Nights (11 p.m.-7 a.m.)	14
Evenings (3 p.m.-11 p.m.)	13
Rotation	2

E. Salary:

Less than $500/mo	0
500-599/mo	0
600-699/mo	0
700-799/mo	2
800-899/mo	16
900-999/mo	25
1000 or over/mo	9

F. Did you sign an employment contract?

yes	9
no	42
No answer	1

G. Fringe Benefits:

Retirement plan	29
Health insurance	48
Dental insurance	7
Life insurance	34
Education incentive	24
Other	8

PART II
EDUCATION

A. Are you currently enrolled in classes to further your education?

yes..... 18 no.....33 If yes, where?

Cal-State University, Los Angeles	2
UCLA	3
Long Beach City College	2
Cal-State University, Long Beach	2
USC Extension	1
Los Angeles City College	3
Loma Linda University	1
Lehman College of City of New York	1
Fairfax High School	1
Hospital of the Good Samaritan	1
Children's Hospital	1
Queen of the Valley Hospital	1
Mount Sinai	1

B. Do you plan on further education?

no	6
yes, B.S.	34
yes, M.S.	9

Other:

Midwifery OB/Gyn. Practioner	2
Pediatric Nursing Practioner	1

Where:

Cal-State University, Los Angeles	16
Cal-State University, Long Beach	2
UCLA	5
Lehman College (New York)	1
Columbia University	1
Stanford	1
Loyola University	1

PART III
TRANSITION FROM STUDENT TO REGISTERED NURSE

A. I had trouble with:

	Much	Some	Little	None
Getting along with peers and ancillary personnel	1	5	11	34
Supervising	2	7	17	26
Technical Procedure	1	11	18	22
Getting along with doctors	1	2	21	28
Organization of unit	2	11	15	22
Size of work load	3	11	14	22

B. What tasks does your job require for which you had no training or education?

1. While we had some practice with I.V. therapy, I think we need more lectures and practical experience with them 12
2. Reading E.K.G's 2
3. Team leading 15
4. Handling the desk work, taking office orders, making calls to doctors 1
5. Follow-up on lab. reports. Taking doctor's orders 3
6. Setting up labor room. Sterilization and menial scrub tasks 1
7. Vaginal checks for cervical dilation 1
8. CPR procedure (not theories, the actual action) 2
9. Speaking Spanish, delivering babies, treating eclamptics, treating Myasthenia Gravis patients who are pregnant, bitchy nurses 1
10. Head nurse tasks, administrative duties, making our assignments and handling personnel problems 3
11. Use of leukin tube to aspirate sputum for specimen. Exchange of full O_2 tank for empty one. Application of external catheter. Hoyer lift 1
12. ICU for which I wasn't really trained 1
13. I do not feel I had enough training to prepare me to enter an ICU/CCU unit 1
14. Mobile (ambulance) coronary unit which I quickly learned from my co-workers 1
15. Ordering of meds 1
16. Operating room techniques 1
17. The laminar unit involves many new concepts involving isolation and cancer research 1
18. Inhalation therapy, pharmacology, realistic psych. training 2
19. Bandaging
20. Conducting group therapy sessions in a mental health setting 1

C. Are there some courses or aspects of your nursing education which could be deleted or reduced in importance?

No answer ..... 3 yes..... 20 No.....29

If yes, which areas?

C - (continued)

1. Psychiatric nursing was overemphasized..... 2
2. Offer Nursing 1 as a more productive semester, decrease number of time for making beds and giving baths..... 1
3. The 10 weeks in the operating room should be decreased but not deleted. I feel learning sterile techniques and when to apply them is essential, but I don't feel that scrubbing and actually assisting is necessary, unless one wants to specialize in this area..... 1
4. Nursing 7 serves no useful function which could be replaced by something more relevant. Could have been done in one week..... 10
5. Heart arrythmus should be given more time..... 1
6. More clinical time..... 2
7. Reduce the number of patient care hours and increase the number of supervisory and team leading hours..... 1

D. Are there some courses <u>other than nursing</u> which should be deleted from the requirements for the nursing program?

yes.....15 no..... 37

If yes, which courses?

1. Microbiology, a wasted class, too wide a subject. The important issues were repeated anyway in nursing. Should be tailored to nursing..... 5
2. Chemistry, not relevant to nursing. If it were structured to understand drugs, nutrition, electrolyte balance and blood gases it would be worth taking..... 5
3. History, not usually relative to nursing and has already been taught since the 5th grade..... 4
4. Speech 2

E. What are the major strengths of the Los Angeles City College Nursing Program?

1. I feel the nursing program "as is" is strength in itself. If you have self confidence, it more than prepares you for your R.N. experiences..... 1
2. High scholastic standards - good theory background..... 1
3. The program is over fast..... 3
4. The instructors..... 11
5. Rotation of hospitals, many clinical experiences..... 14
6. Amount of systems covered during the two years..... 1
7. Understanding of the students by the faculty. Improved communications between students and faculty..... 1
8. Detailed instruction on procedures, good fundamentals and theory..... 11
9. Small classes..... 1
10. Teaches versatility - good foundation to build upon..... 2
11. Good preparation for State Boards..... 3
12. No tuition..... 2

E - (continued)

13. Good sterile techniques..... 3
14. Good introduction to ICU/CCU..... 1
15. Pediatrics..... 1

F. What are the major weaknesses of the program?

1. Teachers tend to treat you as kids instead of adults..... 1
2. Needs more pharmacology..... 2
3. Not enough time in team leading.....13
4. Practical experience..... 1
5. Instructors having to teach areas they knew little about..... 1
6. Lectures not geared to the most appropriate material..... 1
7. Screening of applicants..... 1
8. Technical skill teaching..... 1
9. Class too large, not enough clinical time..... 7
10. Some very poor instructors..... 1
11. Too much emphasis put on giving baths and making beds and not enough on giving treatments and the duties of an RN.....4
12. Nursing 7 needs more concise structure..... 1
13. Does not prepare the nurse to deal with the reality of nursing..... 1
14. Disorganization at times in programming..... 1
15. Same teacher should lecture as you have in lab..... 1
16. Not enough emphasis on specific nursing techniques..... 1
17. Should be test oriented. Better preparation for taking boards..... 1
18. Lack of reinforcement of learning skills..... 1
19. Not enough support and encouragement to students..... 1
20. The program does not deal much with hospital paper work and desk work..... 1
21. The lectures cover too much material for the time available..... 1
22. Too many instructors with too many different ideas on how things should be taught - especially psychiatric nursing..... 1
23. Lack of exposure to real nursing situations..... 1
24. Some "Rotten" teachers..... 1
25. Terrific pressure to attend hospital days regardless of extenuating circumstances..... 1
26. Better lab set-ups to learn more about nursing treatments.... 1
27. Never took doctors orders on the phone. Never were on the ward for a whole shift..... 1
28. Nurse/patient communication. Nurse/doctor relationship..... 1
29. The negative feelings that most instructors and students had toward the microbiology class. The class was invaluable to me..... 1

G. What changes would you recommend for improving the Nursing program at Los Angeles City College?

1. Perhaps only rearrangement of the order in which classes are offered. I feel psychiatric should be offered in first semester so that the student will learn early to apply this to herself and her patients and their families 1
2. More team leading experience 11
3. Spend more time in the hospital 8
4. More open discussion throughout nursing program. Discussion groups in between large lecture hall groups. One semester in community clinic and nursing homes..... 1
5. Teach not only how to be a bedside nurse, also teach how to take care of the whole floor of patients..... 1
6. Perhaps learning how to make beds, take blood pressures, temperatures and other beginning nursing skills could be taught in the summer before Nursing 1, leaving the lab. in the first semester open to other nursing skills, such as nurse/patient interaction eliminating the anxiety over how well a bed is made 3
7. Increase of patient load - more desk time, more responsibilities 1
8. Allowing students to spend more clinical time if they desire 1
9. More practice sessions in doing different treatments..... 1
10. Add a pharmacology course, but not given by nursing personnel 3
11. Modules sound like a good idea. If one area is weak there is no need to lose a full year 1
12. Instructors should be more of a team..... 1
13. Should be more strict on attendance in clinical areas..... 1
14. More emphasis on the importance of the life sciences. Without that background practical procedures are meaningless. Also make discussions with MD's more intelligent.. 1
15. Microbiology should emphasize more hospital tests and less test tubes and worms..... 1
16. More tender loving care to students from faculty - it needs to start there, then students receiving respect and support will in turn give it to their patients..... 3
17. The nursing lab should have better equipment to practice with. There should be instructors assigned regular hours in the lab to assist students in basic skills..... 1
18. Revise Nursing 7 5
19. Add a course in child growth and development 1
20. Much more clinical time including different shifts. More emphasis on being in charge of different units 1
21. Increase clinical time to full hospital shift. Much goes on at the end of a shift which we never saw..... 3
22. Add more psych. time throughout the program..... 1
23. Add a section, perhaps in trends, that covers dealing with hospital administration, nursing administration, and physicians..... 1

G. (continued)

24. Make a list of suggested electives which are not required but beneficial including nutrition, physics, public relations, cultural studies, spanish, to be given to freshmen students..... 1
25. It would be nice if L.A.C.C. could offer some post-graduate courses such as are offered in some City Colleges (Long Beach). These would be in specialty areas such as ICU/CCU, operating room, etc. in conjunction with local hospitals... .. 1
26. Encouraging a foreign language.. 1
27. More time on specific procedures such as suctioning, tube feeding, passing N-G tubes, trach care, etc. 1
28. Student evaluation of instructors to be used constructively by instructors and department chairman.. 2
29. Reconstruction of lectures geared to clinical usefulness..... 1

H. Is nursing what you thought it was going to be?

yes.....	32
no.....	11
yes/no.....	6
no answer.....	3

In what ways was it different?

1. It is more, it's exciting, challenging and very rewardng. The big difference was the freedom of diagnosis in our unit.
2. There is not as much time to spend with the patient.
3. I practice what I believe to be good idealistic nursing and will not sacrifice those ideals for "I do not have time." The fault I find starts with the administration and settles to the bottom. Nurses are fragmented in their efforts to alter and change those things they "bitch" about over coffee. On the other hand, administration utilizes this fragmentation to extend any decision on subjects that involve a nurses' daily responsibility. On the other hand, they have budgets to worry about.
4. Sometimes I feel more like a pill pusher than a nurse.
5. Too much paper work.
6. I thought (naively) that I would be doing more primary care and that hospitals would have more respect for nurses' needs.
7. I don't find enough occasions during a routine shift to use a good portion of the information I have learned.
8. They treat you as though you were an aide or LVN. So many of the personnel in my hospital are insecure.
9. Too task oriented, job needs to be done first, by then there is no time left for nursing.

H. - (continued)

10. In the real situation patients are much harder to care for than the ideal patient in the book. There is so much we would like to do for the patients but time does not allow. We have so many patients to tend to, so many dressings to change, procedures after procedures. There is no time for any psychological evaluation or offering emotional support to patient. We were taught not to rush in front of patients but there are always 2 or 3 things going on at one time. You can't help rushing. Inability to make patient more comfortable physically and emotionally makes me feel less fulfilled as a nurse.
11. I knew it would be hard work, but I didn't realize all the responsibilities that are involved.
12. It's even better than I thought it would be. I adore my job. As I look back they were the most difficult years of my life. I wouldn't have attempted it if I had known in advance. Of course, now I'm glad I did it. One teacher I had almost caused me to drop out of nursing and I think if you would ask my patients about that they would tell you it would have been a pity. I hung in there - but will never forget being kicked when I was down.
13. I enjoy my duties more as an RN than I did when I worked as an orderly.
14. Nursing is less organized than I expected, also less respect for fellow nurses.
15. I didn't expect it to be as tiring or demanding both physically and mentally. But I still love it.
16. I checked both yes and no because I didn't think it would be as demanding of my physical, emotional and intellectual capacities as it is. As I had hoped it is very fulfilling.
17. There are a great many impossible questions to answer.
18. The way things are done at USC/county; charting, needs, etc., are different from what we were taught in school.
19. There are no residents at my hospital. Nurses take on much decision making responsibility especially at night.
20. Too much time spent as a go-between, between patient and doctor as well as a "pill pusher!"
21. Hospital nursing provides very little opportunity to give the kind of care you are taught in school. There is too much mandatory paper work and little time for good patient care. Too much of the real care is performed by ancillary staff. The RN has very little time to be much more than an overseer of care.
22. I didn't realize it was such hard work both mentally and physically. It's highly demanding, yet very rewarding.
23. Too much "game playing" of a destructive nature. Less time is spent on needs of the patient and sharing of helpful information.
24. Problems of the staff get in the way of ideal nursing care.
25. It's a dead end job without further education.
26. Opportunities are unlimited if one is willing to apply himself.

I. Is there anything you would like to add?

1. Thanks!
2. I feel that the teaching staff I came in contact with were excellant, eager to help and always on hand when needed, I wish to thank them all.
3. Nurses have too little say in their own welfare. They are glorified domestic servants and the job offers little advancement unless one trains further. Doctors get all the glory and the money!
4. I do not feel that I suffered very much from not having graduated from a three-year program of nursing (Diploma School). The transition from school to work was somewhat traumatic, however, I feel I was prepared for it. In Louisiana there are very few two-year schools of nursing. All of the nurses I work with graduated either from diploma school or bachelor's degree programs. I don't feel that I am discriminated against at all. I had very little trouble adjusting to my job and within six months I was elavated to head nurse. Hello to all my teachers and friends at L.A.C.C. Thanks for allowing me to transfer into the program. It's a good school and I'm proud to have graduated from there.
5. I worked in an office before I became an RN as a medical assistant. I liked the work but I realized I needed a degree and credentials if I later wanted to advance. I looked for a doctor's office to work in after I graduated. I knew that a job in a doctor's office would pay less than hospital work. I sacrificed money for the kind of work I like and the hours (steady and no weekends) I wanted. When I go home at night I do not take my job with me. I save my money and when I go to college again, may try another facet of nursing. Right now I'm gaining experience, earning enough money to keep comfortable, enjoying all weekends off, and displaying my school hat and pin proudly. Thank you very much for everything.
6. Teach us to deal with possible realities we may encounter such as; insecure or vicious staff members' attempts to "psych out" or sabotage a newcomer. How to be aware of cliques and trouble-makers and to have the confidence to deal head-on with them.
7. Nursing is a beautiful profession. I feel that I'm growing with the field of my choice daily. Each and every day has something new to offer. It's truly an exciting job and I am looking forward to a long future in nursing (if my legs can take it). Seriously though, I'm planning to get involved with Public Health Nursing once I complete a B.S. program.
8. Thank you for allowing this opportunity to reply and suggest improvement.

9. The level of instruction at L.A.C.C. is not what it should be. Having been to another school I can make a comparison. I must say I learned more in one year at Hollywood Presbyterian Hospital School of Nursing than I did in one year at Los Angeles City College. I also felt a strong prejudice from peers and instructors since I started at a different school. Another problem was, I felt some students were not "safe" giving nursing care. They had excellent grades for theory but they should not be allowed to go on if they cannot provide minimally safe nursing care.
10. I feel, seeing many other new graduates from several other programs, that L.A.C.C. prepared me much better than others. I have confidence in myself that I acquired from my instuctors. They encouraged independence. I also feel nursing 3 is an asset, don't remove it. I feel I was well prepared to assume my duties as an RN. Thank you for the opportunity.
11. Los Angeles City College provided a sound general education in nursing. The instructors provided good knowledge and encouragement. The lack was in the area of training students to be able to handle the responsibility that would be placed upon them when accepting a position. An RN is an RN whether she is a two year or a four year graduate. She is given a great deal of responsibility the minute she steps onto her assigned floor. I requested and was accepted on the coronary care unit. This was due to my four years experience as an L.V.N. in a CCU/ICU unit. I therefore was able to easily slip into my position of being responsible for critically ill patients. Other new graduates around me were not prepared nor ready for their responsibilities, thus, I feel it very important to educate students in responsibility and the seriousness of their chosen career.
12. I have gotten a tremendous amount out of the L.A.C.C. program. I wish I could remember each and every word I was taught. I took a 7 hour essay exam at USC/county medical center for midwifery. Had I had sufficient notice of this exam to review my texts and notes I could have made a straight A. All the material content of this exam was outlined in the nursing program. It certainly made me very proud of the L.A.C.C. nursing program. Thanks a lot to all you wonderful folks.
13. I and all the friends I made at L.A.C.C. find our jobs fascinating. Most of us really enjoy our work. Some have hassles with scheduling and work loads. Skills are soon picked up. The hospitals know that we are not proficient, but that we know our theory and are therefore, safe. I've seen new grads from many schools and so far the only dud I've seen has a B.S. degree.
14. Thank you for helping me into a wonderful career.
15. All in all, for a 5 semester program the preparation for actual work is very good. With very few exceptions I felt comfortable with the title and work assignment of registered nurse.
16. I want to thank the nursing faculty who spent all the extra time with those of us who transferred there from Hollywood Presbyterian Hospital. I would also like to say that I am extremely surprised that most of us were able to pass the psychiatric section of the state board exam. I feel that most people learned very little in that class.

17. I hope that some day L.A.C.C. student nurses will have the opportunity and be required to take a course in emergency nursing coupled with lab work in emergency rooms of hospitals. Any learning in theory should be supported by clinical practice.

FINDINGS

According to the 1974 Los Angeles City College nursing graduates who responded to the questionnaire there is still a great demand for registered nurses, with 49 of the 52 respondents finding full-time employment. Of the other three who are not working full-time, two are working four days a week which was their choice, and one is attending college full-time to meet the requirements for a bachelor of science degree.

A good percentage were hired on their first attempt (20). Many did not respond to this question (21 out of 52) probably because of the placement in the questionnaire, it looks as if it's part of the first question. Several graduates applied at more than one hospital and were accepted at both. One graduate applied at 6 hospitals and was accepted at all six.

Although a majority of the places of employment were large hospitals, the locations were quite dispersed. Their places of employment were not limited to the hospitals in which they were trained. Some of the communities where the hospitals are located included: West Covina, Glendale, San Pedro, Santa Monica, Los Gatos, Verdugo Hills, San Dimas, and several out-of-state; New Orleans, and New York.

The areas of nursing for which the graduated were hired were varied with a majority being medical/surgical units. Many are going right into specialty areas after short in-service education. A majority (40 of 52) are working in areas they want to work. The greatest number are still working day shifts (23) compared to (14) at night, and (13) in the evening.

FINDINGS (continued)

Starting salaries have gone up since last year, but probably only reflects cost of living gains. Lowest starting salary was between 700/799. Greatest number was in 900/999 bracket (25). Last year only one person reported a starting salary of over $1,000 per month. This year there were nine in that category. Nine signed contracts as compared to two the previous year.

Probably the greatest marked difference between the 1973 graduates and the 1974 graduates was in the area of continuing education. Eighteen of the 1974 graduates are currently enrolled in classes to further their education compared to four the previous year. Most that are not now attending college are planning to in the future with only 6 of the 52 not planning on further education. A large percentage of those planning further education, indicated Cal-State University, Los Angeles, as their top choice.

In the transition from student to registered nurse the areas that posed the most problems were: technical procedures, organization of unit, and size of work load. These are areas that are difficult to prepare for since technical procedures are flexible depending on the health service agency and work load is limited because supervision of ten students by one instructor would be impossible if each student had ten patients the instructor would actually be in charge of 100 patients, which is not very practical. There were many tasks for which the graduates felt they had little training. The most outstanding were in I.V. therapy and team leading.

A majority of the graduates felt that all of their nursing courses were OK, but many (10) felt that Nursing 7 served no useful function and could be

FINDINGS (continued)

replaced by something more relevant. A majority felt that the courses other than nursing required were necessary. A few felt that Chemistry (5),and Microbiology (5) were not necessary as they were being taught. The major strengths of the program as indicated by the graduates were rotation of hospitals, many clinical experiences, instructors, good instruction on fundamentals and theory. The major weaknesses were many on an individual basis. Most students had at least one complaint. The most outstanding was, "not enough time in team leading."

CHAPTER IV
SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

There is a need to have follow-up studies of graduates, especially when they go directly from the training institution to the job. Follow-up studies provide valuable information including: job placement, earning power, and attitudes of graduates toward the training program.

The purpose of this study was to follow up on the graduates of the 1974 Los Angeles City College registered nurse program to provide information necessary to help:

1. Evaluate the effectiveness and value of the program.
2. Counsel students currently in the program and those planning to apply for entrance in the future.
3. Answer numerous questionnaires by legislators, accrediting bodies, and other interested groups.
4. Improve the quality of education at Los Angeles City College.

This chapter is concerned with a summary of the study, and conclusions and recommendations.

SUMMARY

To provide the information necessary to help answer some of the questions posed by this study required an examination of the scores of the 1973 State Board Test Pool Examination, comparing test scores of the 1974 graduates against test scores of the classes of 1958-1962, and the 1973 class, and the use of a questionnaire to survey the 1974 graduates.

A minimum score of 350 is required on five areas of nursing: medical, surgical, obstetric, childrens', and psychiatric, in order to pass the State Board Test Pool examination. 115 graduates of the Los Angeles City College nursing program took the State Board Test Pool Examination. Eighty-nine percent passed the test on their initial attempt, with ninety-six percent passing after two attempts. This compares with eighty-two percent on the initial attempt and ninety-five percent after two attempts for the 78 students who took the test in 1973.

In comparing average test scores of the 1974 class with the classes of 1958-1962, the 1974 class tested higher in all five areas of the examination. The 1973 class tested higher in the area of childrens' nursing (527 to 525), with the 1974 class testing higher in the other four areas.

A questionnaire was mailed to all 115 of the 1974 graduates. Fifty-two were answered and returned for a 45% response compared to a 28% response from the 1973 class.

According to the respondents, there is still a great demand for registered nurses. Most were able to find employment on their first attempt in areas they preferred to work. Starting salaries were up from the previous year with a large percentage of the graduates in the 900/999 per month category. Most of the graduates plan on continuing their education in the future with a large number indicating Cal-State University, Los Angeles as their top choice of schools.

SUMMARY (continued)

Most of the graduates had little or no problems in making the transition from student to worker, however, there was some concern with technical procedures, organization of unit, and size of work load. Tasks for which they felt they had little education or training centered around areas (same as last year), that experience and in-service education usually provides.

CONCLUSIONS AND RECOMMENDATIONS

The class that graduated in June, 1974 was not a typical Associate Degree graduating class. The class started with 120 students in September, 1972, and to end up with 115 students two years later would be very exceptional considering attrition rates of from 10% to 30% at most nursing schools. Many of the 115 students who did graduate were not part of the 120 that started in 1972. Hollywood Presbyterian Hospital School of Nursing closed its doors in June of 1973. They didn't phase out the program as is normally the case, they just closed down. Students' who had finished the first two years were taken in by Los Angeles County/USC Medical Center School of Nursing. The students' who had completed one year had to find a school that would accept them. Los Angeles City College absorbed fifteen of these students, plus 6 LVN students who were in a special upgrade program at Hollywood Presbyterian Hospital. We also had several transfer students from the Mid-West, and several students who had challenged the first years' course, because they were LVN's or medical-corpsmen. So as you can see it was not a typical graduating class. 1974 average test scores on the State Board Examination were significantly higher than average scores of other Los Angeles City College nursing classes for which we have data. Also the percentage passing was higher. These two reasons alone are enough to justify the effectiveness of the program. The value of the program insofar as fulfilling community needs

CONCLUSIONS AND RECOMMENDATIONS (continued)

cannot be overemphasized. Preparing individuals for a lifelong occupation is one of the objectives of the community college concept.

One of the recommendations of last years follow-up study was to conduct studies on a yearly basis. This study is a result of that recommendation. Postage, material and some of the author's time were supported by the administration of Los Angeles City College.

The students' who will begin nurses training during the Summer and Fall, 1975 and the Spring, 1976 will be taught using a new delivery system. The Nursing Department Curriculum Committee was aware of certain limitations in the traditional nursing program. The last follow-up study, especially the students' responses to the question asking for their recommendations for improvement of the nursing program, confirmed the nursing facultys' feelings for change. It is recommended that follow-up studies be continued to enable the nursing department to have a tool for comparing nursing education as it has been, with the new modular, self-pacing curriculum.

APPENDIX A

LOS ANGELES CITY COLLEGE
855 North Vermont Avenue
Los Angeles, California 90029

February 21, 1975

Dear

The Los Angeles City College Nursing Department is conducting a follow-up study of graduates from the 1974 registered nurse program.

The purpose of this study is to provide information necessary to help:

1. Evaluate the effectiveness and value of the program.
2. Counsel students currently in the program and those planning to apply for entrance in the future.
3. Answer numerous questionnaires by legislative and accrediting groups.
4. Improve the quality of education at Los Angeles City College.

It will, therefore, be very much appreciated if you would take the time to fill in the enclosed questionnaire and return it as soon as possible in the enclosed envelope.

Sincerely,

Mrs. Marion Bran, R.N.
Chairlady Nursing Department

Bennie J. Padilla
Nursing Department

MB-BJP/e
Enclosures

APPENDIX B

LOS ANGELES CITY COLLEGE
NURSING FOLLOW-UP QUESTIONNAIRE

NAME (Voluntary) _____
(Last) (First) (M.I.)

PART I

A. Employment

_____ Full-time (employer) _____
_____ Part-time (employer) _____
_____ Not presently employed (reason) _____
_____ How many places did you apply for work as an RN before finding employment? _____

B. Position

_____ Staff Nurse _____ Team Leader _____ Head Nurse

C. Area

_____ Medical/Surgical
_____ Operating Room
_____ Geriatrics convalescence
_____ Psychiatric
_____ Emergency
_____ Pediatrics
_____ Obstretrics
_____ Other (specify) _____

Is this the area you would prefer to work?

Yes___ No___

If no, which area:

_____

D. Shift: _____ Days (hours)_____ _____ P.M. (hours) _____
_____ Nights (hours)_____ _____ Other (hours)_____

E. Salary

_____ Less than $500/mo
_____ 500-599/mo
_____ 600-699/mo
_____ 700-799/mo
_____ 800-899/mo
_____ 900-999/mo
_____ 1000 or over/mo

F. Did you sign an employment contract? Yes_____ No_____

G. Fringe Benefits

_____ Retirement plan
_____ Health insurance
_____ Dental insurance
_____ Life insurance
_____ Education incentive (Tuition or other) _____
_____ Other _____
_____

Nursing follow-up questionnaire (continued)

PART II

EDUCATION

A. Are you currently enrolled in classes to further your education?

_____ yes _____no. If yes, where?_____

B. Do you plan on further education?

_____no
_____yes, BS degree (Major)_____ Where?_____
_____yes, MS degree (Major)_____ Where?_____
_____yes, just some extra courses
_____other _____

PART III

TRANSITION FROM STUDENT TO REGISTERED NURSE

(Please check one in each line)

	much	some	little	none
A. I had trouble with:				
getting along with peers and ancillary personnel	_____	_____	_____	_____
supervising	_____	_____	_____	_____
technical procedures	_____	_____	_____	_____
getting along with doctors	_____	_____	_____	_____
organization of unit	_____	_____	_____	_____
size of work load	_____	_____	_____	_____

B. What tasks does your job require for which you had no training or education?

_____

_____

_____

C. Are there some courses or aspects of your nursing education which could be deleted or reduced in importance? ____yes ____no. If yes, which areas?

_____

_____

Why? _____

_____

D. Are there some courses other than nursing which should be deleted from the requirements for the nursing program? _____yes _____ no. If yes, which courses? _____

_____

Why? _____

_____

Nursing follow-up questionnaire (continued)

E. What are the major strengths of the Los Angeles City College nursing program?

_____

_____

F. What are the major weaknesses of the program?

_____

_____

G. What changes would you recommend for improving the nursing program at LACC?

_____

_____

_____

H. Is nursing what you thought it was going to be? _____ yes _____ no. In what ways was it different? _____

_____

I. Is there anything you would like to add? Feel free to write on the back of these sheets - use additional paper if necessary.

APPENDIX C

LOS ANGELES CITY COLLEGE
855 North Vermont Avenue
Los Angeles, California 90029

April 7, 1975

REMINDER:

So far, 41 members of the 1974 nursing class have responded by returning the follow-up questionnaire. Some were sent back anonymous so we are not sure who have not responded. If you did return the questionnaire, we would like to thank you, if you have not as yet responded, please help us make the study a valid one by returning the questionnaire as soon as possible.

Sincerely,

Bennie J. Padilla
Nursing Counselor

UNIVERSITY OF CALIF.
LOS ANGELES

JUN 27 1975

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION